



***Manpower / Personnel Policy,
Mobilization, Training, Medical
Plans and Legislative Affairs
Directorate
N0951***

***Reserve Flag Officer
Training Seminar
30 September 2008***



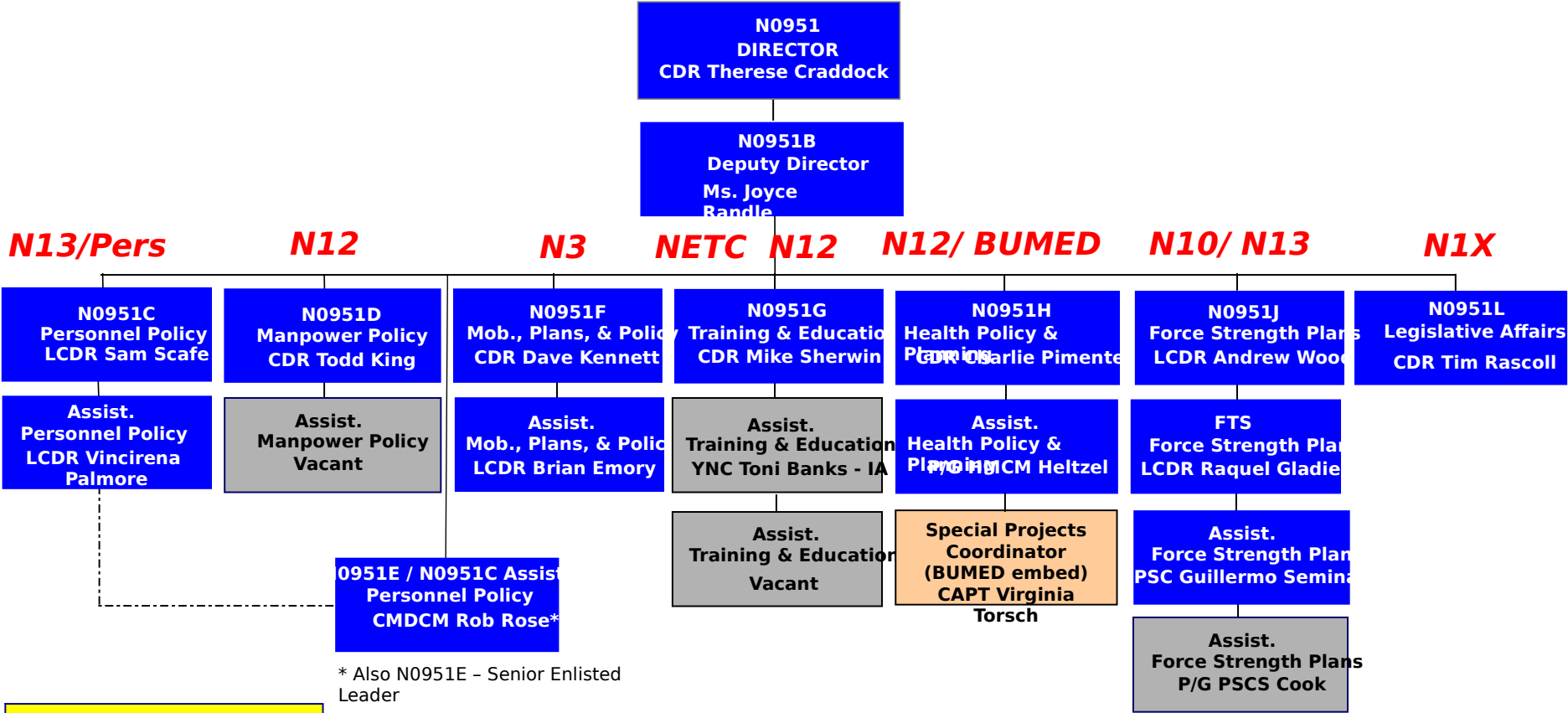
N0951 Mission

To advise and assist N095 in the development and application of Selected Reserve manpower, personnel, training and mobilization policies, and:

- Coordinate manpower plans
- Evaluate personnel regulations and procedures
- Propose initiatives to improve recruiting, retention, benefits
- Assess and approve training plans
- Provide oversight of recall policies and monitor execution of mobilization of Reservists
- Legislative issue consideration, coordination, and support
- Congressional testimony preparation
- Oversee medical force shaping and Reserve Force health/readiness*
- Develop/analyze Reserve strength plans*



N0951 Organization



N-Code Branches:
7

N0951 Personnel:
14

DW:
10

ADSW

Fille

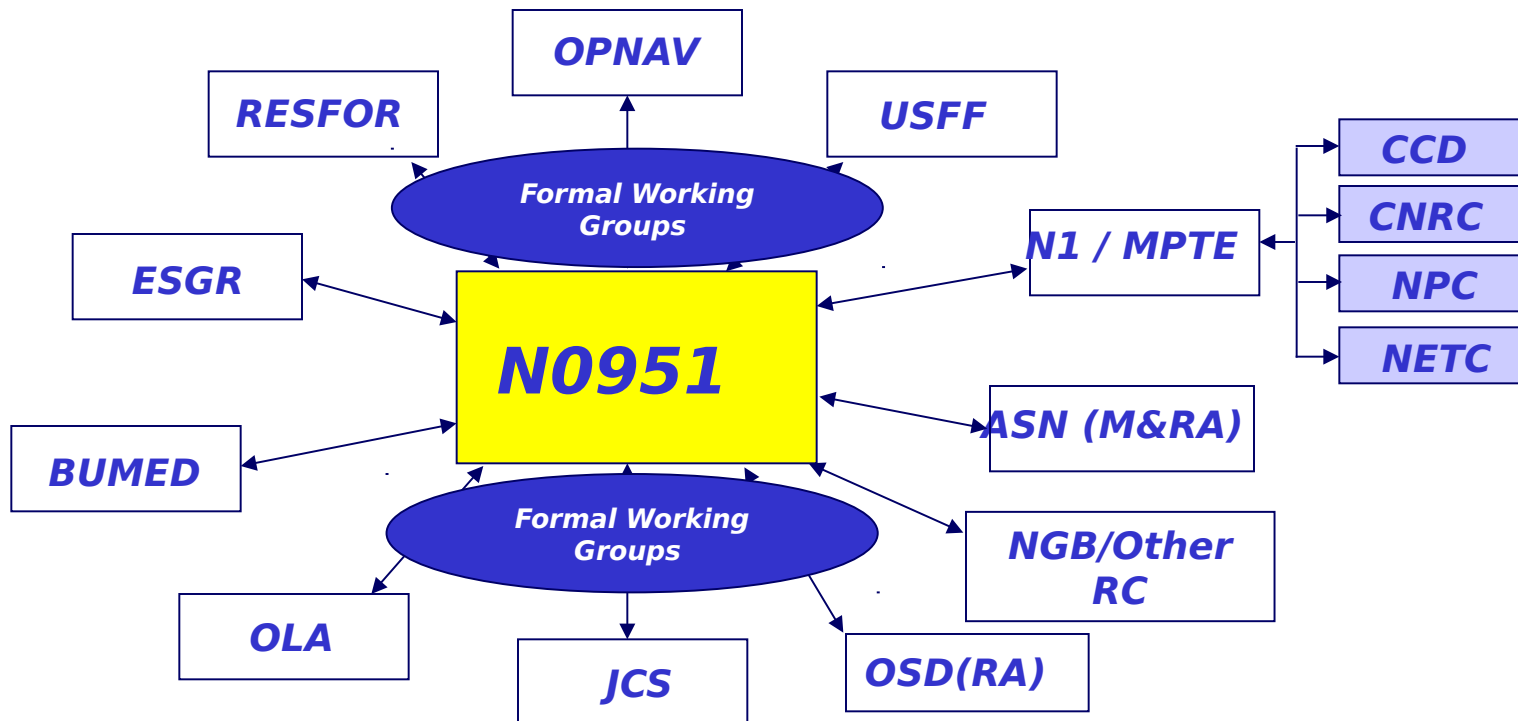
Vacant/ IA

3



Communications...on any given day

Snapshot of Numerous Stakeholders



N0951 Mission Objectives achieved through constant flow of communications, with numerous stakeholders.



Top Current Issues

1. FIT and Balanced Force

- **Exercise/evaluate Force Shaping measures to drive towards FIT, both in the Enlisted and Officer Communities**
- **Set realistic, yet ambitious Officer Recruiting goals based on sound analysis, community and strength needs, market, and other/all relevant variables.**

2. World Class Modeling

- **Development and support of robust strength modeling tools, which allow for detailed understanding of RC behavior and provide for accurate/reliable execution and future year plans.**
- **Collaborate with and leverage AC tools/methodologies to drive towards Total Force models and solutions.**



Top Current Issues

3. Continuum of Service

- **AC2RC Transition**
- **AC Push / RC Pull**
- **Perform To Serve with SELRES Option**
- **AC Control Grade Shortfall CFT**
- **Single Appointment for Officers (ULB)**
- **Career Intermission Program submitted in the FY-09 ULB cycle**
 - Pilot program supporting the “**off ramp/on ramp**” vision
 - Navy proposal is unique within DoD
- **Part-time work for Part-time pay proposed FY-11 ULB**

MANPOWER **READINESS** **OPERATIONAL SUPPORT**

Goal: Develop personnel policy that supports the Total Force



Top Current Issues

4. Mobilization, Plans & Policy

- **Establishment of the IA Cross Functional Team with USFF as executive agent**
 - **IA Common Operating Picture (COP) - N0951F/H**
 - **Comprehensive IA picture for RC & AC (IAMM & GSA)**
 - **Identify, map and consolidate existing tracking systems**
 - **Next Step:**
 - USFF IA CFT will aggressively work issue
 - IA Gram 0802 released 15 Sep 08 announcing procedures for IA COP and sailor/family accountability in NFAAS and NMCMPs
- **Creation of Invol Mob orders for Vol Mob assignments**
 - RC IA Business Rules (NAVADMIN 235/08)
 - Reset Dwell Clock
 - PDMRA authorized

Goal: Optimum visibility and support over mobilization cycle



Top Current Issues

5. Unified Legislation and Budgeting (ULB) Time Line

- FY11A cycle just started**
 - N095 staff due to brief recommended votes for each ULB to CNR / DCNR 7 October
 - N095 staff provides N1X with all CNR ULB recommended votes 15 October
 - CNP/N1-hosts Pre-Summit vote 21 October, DCNR representing CNR
 - Only 3 USN proposals submitted by CNP for FY11A cycle, none of which had an RC equity



Top Current Issues

6. POST-9/11 VETERANS ASSISTANCE ACT OF 2008

– Eligibility

- Must meet eligibility requirements -SELRES GI BILL
- Benefits may be transferred to **DEPENDENTS**. DoD will issue policy on use of transferability in coming months.
- Up to **15 YEARS** to execute.
- Effective 1 Aug 09

– Benefits

- 36 months of tuition
- Up to \$1000 for books and supplies a year
- \$500 for relocation from rural areas
- Monthly housing amount at E-5 BAH with dependents in zip code of school

DoD policy currently in draft ... Transferability applies to SELRES ...Policy has not been written



Top Current Issues

7. Establishment of SELRES Foreign Area Officer

- **Requirement set by DoDI 1315.20**
- **LISTSERV message sent 22 Sep 08 to solicit interest**
 - Responses due 15 Oct 08
- **RC proposed program:**
 - Fully qualified in current designator
 - Graduate level education focused in specific foreign country and region
 - Duty experience of not less than six months in the country or region of specialty
 - Foreign language proficiency - Need score of 3/3/+2 on DLPT



Top Current Issues

8. Recent and Current Recruiting

- **Aggressive incentive programs and “*Stay Navy*” initiatives are showing positive results**
- **Recruiting and retaining the right number/ right type of sailors—FIT**
- **FY09 coordinated Officer Accession goal of 1,200 based on current market conditions, AC losses, and historic attainment by CNRC. Will impact achieving EOY Officer strength control.**

- **N13 Reserve Recruiting/Retention Working Group (RRRWG)**

Group organized to assess the recruiting market, CNRC processes, and retention tools in order to identify all variables that impact the accession demand signal and develop initiatives to improve all areas



Top Current Issues

9. Early Non-Regular Retirement Eligibility

- **SELRES on 12301(d) orders, including ADT and ADOS. AT TBD pending legal review.**
- **Every 90 days of AD support, they lower non-regular retirement eligibility by 3 months within FY**
- **Earliest age is 50**
- **Effective 29 Jan 08.**
 - Days accrued prior to 29 Jan 08 will not be considered.

First step towards an equitable retirement system!



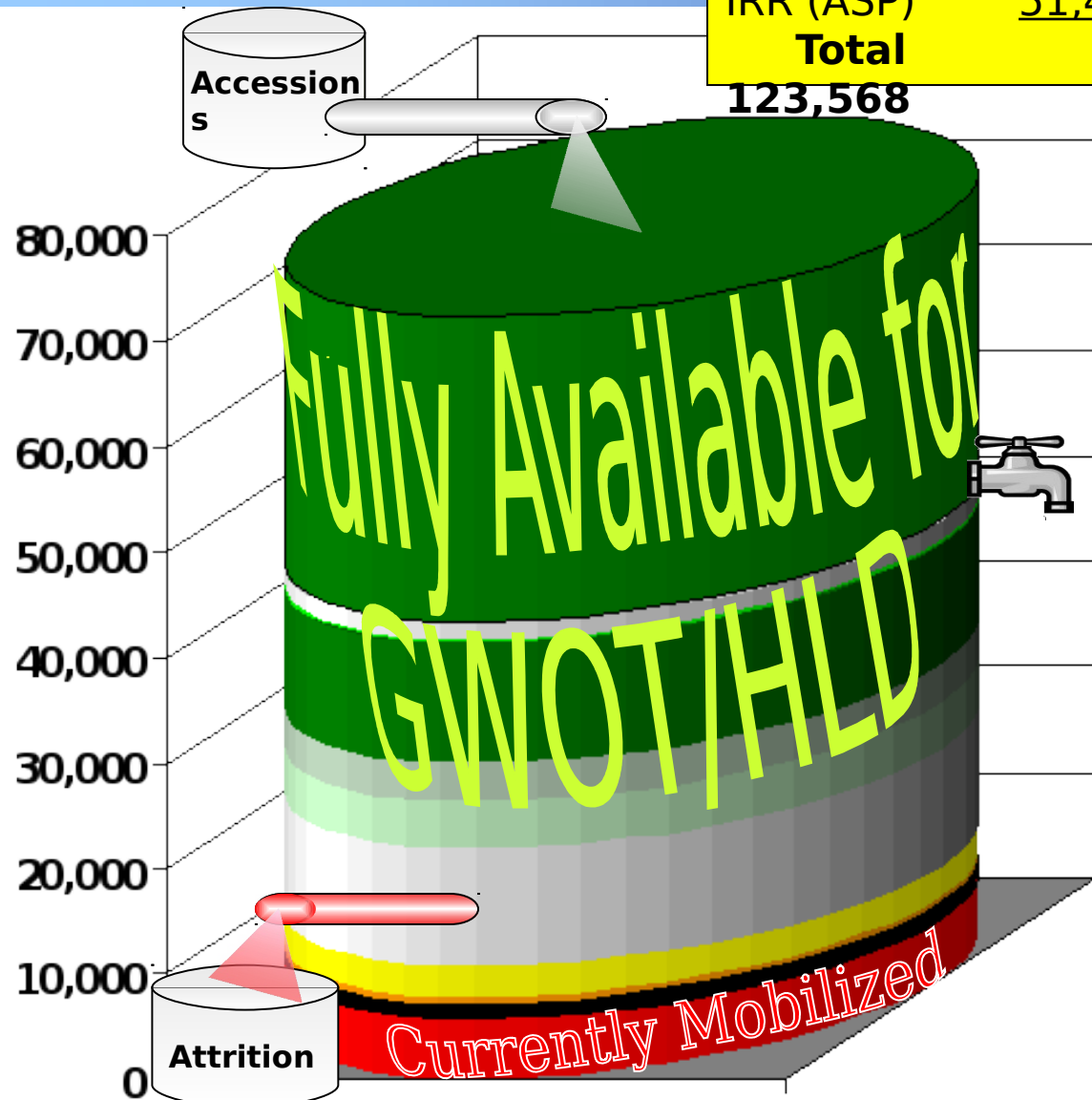
Back Up Slides



Navy RC *Sailor "Keg"*

Current Navy RC Strength	
SELRES	56,646
FTS	11,835
IRR (VTU)	<u>3,633</u>
Total	72,114
IRR (ASP)	<u>51,454</u>
Total	123,568

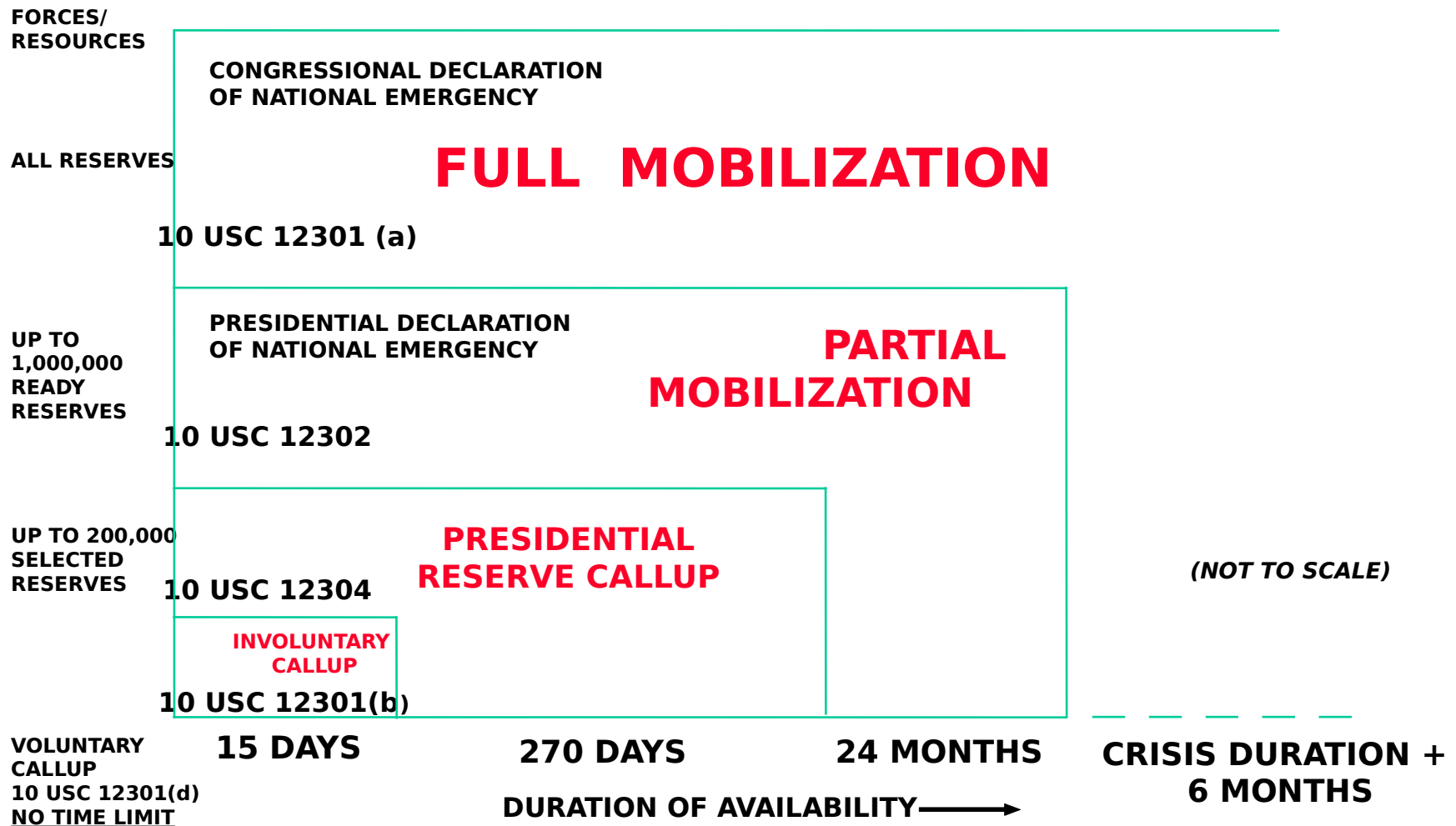
As of 12 Sep 08



■ SELRES Available	28,677
SELRES Tagged for MOB	1,737
Available with Risk	
■ SELRES INCONUS MOB Only	445
■ FTS Available	11,346
■ VTU Sailors	3,541
■ SELRES Outside Dwell	
Unavailable	4,493
SELRES Previous Mob	11,151
■ SELRES Temp Delay	3,082
■ SELRES 84-day Trng	517
■ SELRES Deferments	1,437
■ FTS Currently Deployed	581
■ SELRES/VTU/ASP Currently Mobilized	5,233



Reserve Force Activation Options





Formal Working Groups

- **RRRWG**
- **USFF IA CFT**
- **OSD RA RC Pers Chiefs**
- **ASN M&RA FMOC and DPR**
- **Tri-Service Continuum of Service Working Group**
- **Total Force Flag Steering Group**
- **DoD MEDWG**
- **TOFR Enhancements Working Group**
- **MILVAX Service POC Working Group**
- **Reserve Component Medical Readiness and Integration Working Group**
- **NMCMPS Configuration Control Board**
- **PMO MPTE Summit**
- **Task Force Life/Work Working Group**
- **Retention Metrics/Reporting/Loss Prevention Working Group AC to RC Transition Working Group**
- **MRRS Configuration Control Board**
- **DoD IMR Working Group**
- **DoD Medical Records Working Group**
- **DoD PDHRA Working Group**
- **DoD RHRP Working Group**
- **National Navy Reserve Policy Board**
- **Joint Officer Qualification Working Group**
- **Wounded, Ill, and Injured Working Group**
- **World Class Modeling Working Group**
- **AC Control Grade URL Officer Shortfall**
- **LSS IA Medical Data Flow**